



State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF JUNE 25, 2015

Commissioner Yates called the meeting to order in Lincoln, Nebraska at 9:05 a.m. on June 25, 2015. It was established after a roll call that there was a quorum.

I. ROLL CALL

Commissioners Present

Kristin Yates, Chairperson
Rita Griess
Janet Palmtag

Eric Drumheller, Vice Chairperson
Michael Carpenter
Royce Jeffries

Staff Present

Barbara Albers, Executive Director
Paula Gardner, Unit Director
Shelley Foss, Investigator III

Gretchen Eure, Unit Director
Cat Souliere, Staff Assistant

II. AFFIDAVIT OF PUBLICATION

The Affidavit of Service from the Lincoln Journal Star was read to show that the public was made aware of the June 25, 2015 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Carpenter moved to approve the May 15, 2015 Commission meeting minutes.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Jeffries
 Nays:
 Abstained:
 Motion Carried

MAIN OFFICE:

301 Centennial Mall, South ☐
PO Box 94934
Lincoln, NE 68509-4934
Phone: 402-471-2024
Fax: 402-471-4059
800-642-6112
www.NEOC.nebraska.gov

BRANCH OFFICES:

1313 Farnam-on-the-Mall ☐
Omaha, NE 68102-1836
Phone: 402-595-2028
Fax: 402-595-1205
800-382-7820

505A Broadway Suite 600 ☐
Scottsbluff, NE 69361-3515
Phone: 308-632-1340
Fax: 308-632-1341
800-830-8633

IV. ADDITIONS OR CORRECTIONS

Under Section VII. CASE DISPOSITIONS, please add NEB 2-14/15-4-3146-H.

Under Section VIII. SUCCESSFUL AGREEMENTS, please add NEB 2-14/15-5-3155-H, NEB 2-13/14-6-2960-H, and NEB 1-14/15-4-3134-H.

V. PUBLIC INPUT (Non Case)

Limit of 5 minutes per person for a total of a 30 minute session.

None at this meeting.

VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases wherein a party to the case was present were moved to the front of the agenda under Section VII. CASE DISPOSITIONS.

VII. CASE DISPOSITIONS

NEB 1-14/15-11-45391-RD (Respondent was present.)

Commissioner Griess moved for no reasonable cause.

Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Nayes:
 Abstained:
 Motion Carried

NEB 2-14/15-8-2994-H (Respondent was present.)

Commissioner Carpenter moved for reasonable cause.

Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Nayes:
 Abstained:
 Motion Carried

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NEB 2-14/15-10-45123 (Respondent was present.)
Commissioner Drumheller moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Naves:
 Abstained:
 Motion Carried

NEB 2-14/15-2-45457 (Respondent was present.)
Commissioner Jeffries moved for no reasonable cause.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Naves:
 Abstained:
 Motion Carried

NEB 1-14/15-11-45383 (Respondent was present.)
Commissioner Carpenter moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Naves:
 Abstained:
 Motion Carried

NEB 1-14/15-3-3133-H (Respondent was present.)
Commissioner Drumheller moved for no reasonable cause.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Naves:
 Abstained:
 Motion Carried

NEB 2-14/15-10-3029-H (A letter from the Respondent was read.)
Commissioner Yates moved for no reasonable cause.
Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Naves:
 Abstained:
 Motion Carried

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The Commission took a short break.

NEB 1-14/15-2-3102-H

Commissioner Drumheller moved for no reasonable cause.

Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Nayes:
 Abstained:
 Motion Carried

NEB 2-14/15-8-45056-RD

NEB 1-14/15-11-45394-RD

NEB 2-14/15-11-45184-RD

NEB 1-14/15-1-45550-RD

NEB 2-14/15-11-45183-RD

NEB 2-14/15-10-45140-RD

NEB 1-14/15-2-3113-PA

NEB 2-14/15-12-3078-PA

NEB 1-14/15-1-3095-PA

NEB 2-14/15-1-3091-H

NEB 2-14/15-11-3061-H

NEB 2-14/15-3-3121-H

NEB 2-14/15-11-3073-H

NEB 2-14/15-4-3140-H

NEB 2-14/15-10-45127

NEB 2-14/15-1-45446

NEB 2-14/15-2-45467

NEB 1-14/15-2-3106-PA

NEB 2-14/15-4-3146-H

Commissioner Yates moved for no reasonable cause on the above cases.

Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Nayes:
 Abstained:
 Motion Carried

VIII. SUCCESSFUL AGREEMENTS

NEB 2-14/15-10-45139
NEB 1-14/15-8-45272
NEB 2-14/15-3-3120-HM
NEB 2-14/15-5-3155-H
NEB 2-13/14-6-2960-H
NEB 1-14/15-4-3134-H

Commissioner Yates moved to adopt the agreements.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Nayes:
 Abstained:
 Motion Carried

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

NEB 1-14/15-2-3107-PA

Commissioner Yates moved to administratively close the above cases based on withdrawal by Complainant.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Nayes:
 Abstained:
 Motion Carried

B. LACK OF JURISDICTION

NEB 1-14/15-2-3110-PA

Commissioner Yates moved to administratively close the above cases based on lack of jurisdiction.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Nayes:
 Abstained:
 Motion Carried

C. COMPLAINANT FILING IN COURT

NEB 1-14/15-1-45576

Commissioner Yates moved to administratively close the above cases based on the Complainant filing in court.

Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Naves:
 Abstained:
 Motion Carried

D. EEOC

NEB 2-13/14-11-44340

NEB 2-14/15-9-45108

NEB 2-14/15-7-45035

NEB 1-13/14-10-44423

NEB 2-14/15-11-45169

NEB 1-13/14-2-44646

NEB 1-14/15-7-45028

Commissioner Yates moved to adopt the findings of the EEOC.

Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Naves:
 Abstained:
 Motion Carried

X. CONCILIATION

NEB 1-14/15-7-45018

NEB 1-14/15-7-45024

Commissioner Yates moved to adopt the recommendations of the Director of Conciliations.

Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Naves:
 Abstained:
 Motion Carried

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

None at this time.

XII. PUBLIC HEARING

None at this time.

XIII. CIVIL ACTION

None at this time.

XIV. BUSINESS

1. Investigator Vacancy

Director Albers informed the Commission that a recently hired investigator has resigned. Therefore, the agency will advertise for and hire a new investigator.

2. Management Pay Raise

Commissioner Yates moved to award members of management a 2.25% pay raise.
Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Nayes:
 Abstained:
 Motion Carried

3. In-state Travel for Fiscal Year 2015/2016

Commissioner Drumheller moved to approve in-state travel for Fiscal Year 2015/2016.
Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Nayes:
 Abstained:
 Motion Carried

4. EEOC Conference August 4 to August 6, 2015

Commissioner Drumheller moved to authorize the three directors to attend the EEOC conference in Atlanta.

Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Naves:
 Abstained:
 Motion Carried

5. EEOC Investigator Training

Director Albers said that the EEOC is doing advanced investigator training at the end of July.

6. Previous Month's Budget Reports

Commissioner Drumheller moved to approve and accept the previous month's budget reports. Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Naves:
 Abstained:
 Motion Carried

7. Executive Director Annual Evaluation

Commissioner Yates moved to go into Executive Session to discuss the Executive Directors annual evaluation and to avoid any needless damage to anyone's reputation. Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Naves:
 Abstained:
 Motion Carried

The Commission went into Executive Session at 11:24 a.m.

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Commissioner Yates moved to exit Executive Session.

Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Nayes:
 Abstained:
 Motion Carried

The Commission exited Executive Session at 12:18 p.m.

Commissioner Yates moved to give Director Albers a 3% raise.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Yates, Drumheller, Palmtag, Jeffries
 Nayes:
 Abstained:
 Motion Carried

XV. ADJOURNMENT

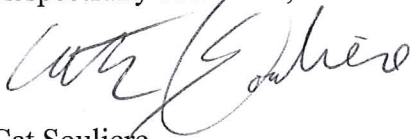
Commissioner Yates declared the June 25, 2015 Commission meeting ended at 12:19 p.m.

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Respectfully submitted,



Cat Souliere
Staff Assistant

June 25, 2015

Date



Barbara Albers
Executive Director

June 25, 2015

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of June 25, 2015 have been corrected and accepted, and henceforth approved on this date.



Chairperson

21 June 2015

Date